Educator Evaluation
blueprint
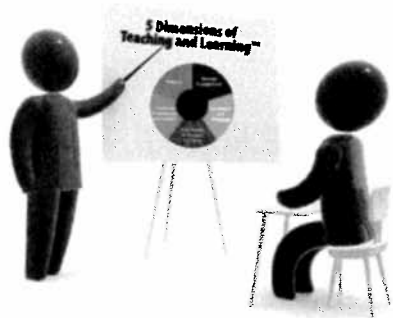
step #1:

Select and fund the teacher and administrator evaluation frameworks.

[Fidelity]   ### [Training]   ### [Feasibility]

Evaluation/observation tools are research-based and highly tested. They must be used with fidelity – that means with nothing extra and **no missing pieces.**
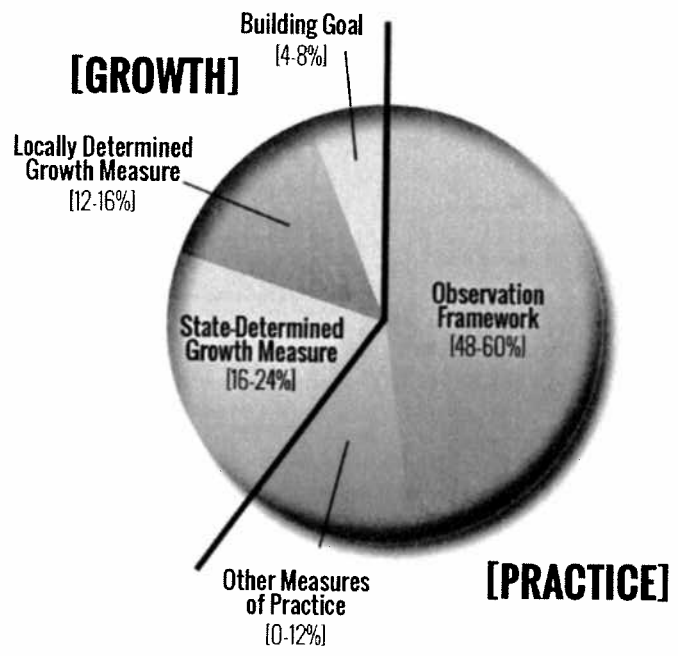
Michigan needs to provide evaluators and observers with **appropriate and complete training**, not just expect educators to figure it out as they go.

Our current law is feasible with **simple, workable requirements** for the number, length, and spacing of observations. Leave the current requirements in place.
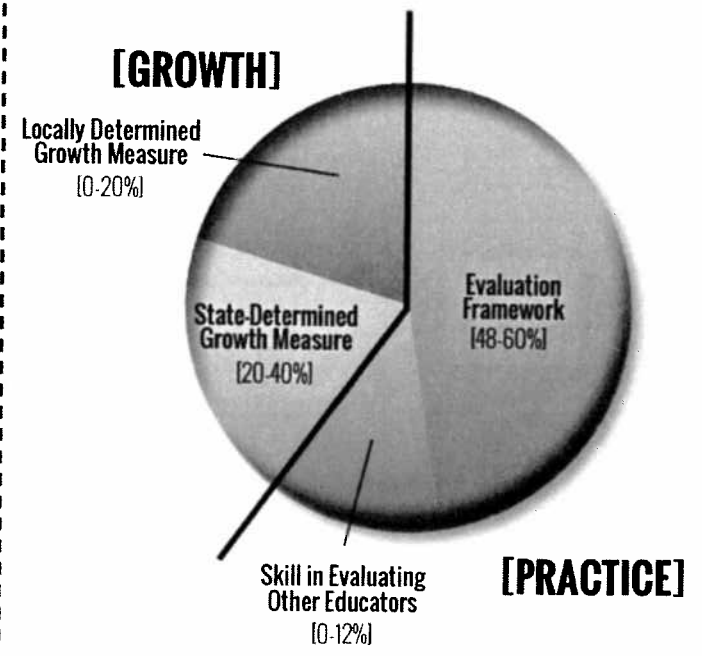
step #2:

Give clear, consistent, and flexible criteria for balancing the elements an evaluation.

Teacher Evaluation

[GROWTH]

Building Goal [4-8%]

Locally Determined Growth Measure [12-16%]

State-Determined Growth Measure [16-24%]

Observation Framework [48-60%]

Other Measures of Practice [0-12%]

[PRACTICE]

Adminstrator Evaluation

[GROWTH]

Locally Determined Growth Measure [0-20%]

State-Determined Growth Measure [20-40%]

Evaluation Framework [48-60%]

Skill in Evaluating Other Educators [0-12%]

[PRACTICE]

step #3:

Give educators a way to measure year-to-year student growth.

Michigan needs a quality assessment that:

- Has the ability to test grades 3-12.
- Is aligned to college and career readiness standards.
- Has value for students, parents and staff.
- Takes a reasonable amount of time to administer.
- Provides quick results and useful information to students, parents and teachers.
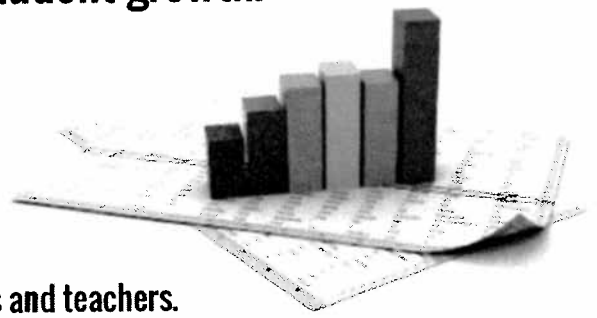
step #4:

Build a statewide database to house school, student and staff information.

Having data on students and teachers is only as useful as a person's ability to analyze it. Michigan's current data systems do not provide students, parents, and educators with the kind of tools they need to break down the information, compare it, and evaluate it.

In order to improve student achievement and effectively evaluate educators, Michigan needs a one-stop shop that can house:

- Student Data
- Curriculum Mapping
- Staff Evaluations
- Formative and Daily Assessment Data
- RTI (Response to Intervention)